



# GENDER DIVERSITY AND BECOMING AN ALLY

PRESENTED BY FUNDY ST. LAWRENCE DAWNING  
WATERS REGIONAL COUNCIL  
AFFIRM COMMITTEE

# REVIEW OF AFFIRMING MINISTRY PROCESS

- Affirm United asked that FSLDW go through the education process to become Affirming in it's new identity.
- A motion to become Affirming will be presented at the June, 2021 AGM
- Introduce the committee: Tony Burnett, Randy Breckenridge, Jane Johnson, Pix Butt, Faith March-MacCuish, Elizabeth Stevenson (Chair)

# REVIEW OF THE ACTION PLAN

- Seeking to continue the vision of Jesus by embodying the Spirit of Christ in the world. FSLDW is committed to enacting this vision for Affirming Ministry within the Region.
- Therefore, in fulfillment of this vision, FSLDW Regional Council will:

# REVIEW OF THE ACTION PLAN

- Incorporate this vision and plan of action into the mandate of a Regional Standing Committee for Affirming Ministry, in order to support and provide resources to the congregations of FSLDW Regional Council, in the ongoing process of being an Affirming Ministry within The United Church of Canada.



## REVIEW OF THE ACTION PLAN

- Work with the FSLDW Regional Council to establish an Equity Group/Team. FSLDW Affirming Ministry Committee will recommend terms of reference for an Equity Group/Team.

# EQUITY SELF-MONITORING QUESTIONS

1. Am I responding with my bias(es)?
2. Just because we've always done it this way, should we continue?
3. Who is missing around our table in this discussion? (Do we need to consult wider?)
4. Whose voices haven't been heard? Have I spoken too much?
5. Am I using correct pronouns for colleagues?
6. Am I making assumptions based on race, sexual orientation, gender; to name a few?

## REVIEW OF THE ACTION PLAN

- Expect FSLDW administrative and programming staff to fashion their ministry, at all times and in all places, in keeping with this vision.

## REVIEW OF THE ACTION PLAN

- Expect the FSLDW standing and ad hoc committees, units, and task groups to regularly assess their agenda and their ministry to see that they are in keeping with this vision.



## REVIEW OF THE ACTION PLAN

- Promote and identify the Region's Affirming Ministry status in official FSLDW signage, facilities, ways of being welcoming, social media, documentation, etc.
- Example: update the Affirming banner to FSLDW

## REVIEW OF THE ACTION PLAN

- Direct the Atlantic Candidacy Board to inform Inquirers, Candidates, and Applicants for ministry within the Region that we are an Affirming Region, as they actively pursue their call to ministry.

## REVIEW OF THE ACTION PLAN

- Actively advocate for justice in issues of inclusive language, sexual orientation, gender and gender identity in particular, as well as life experience, differing abilities, ethnicity, skin colour, culture, age, geographic location, economic circumstance, mental and physical health and those we have yet to discern, both within the church and ministries of our Region, and in the wider community.

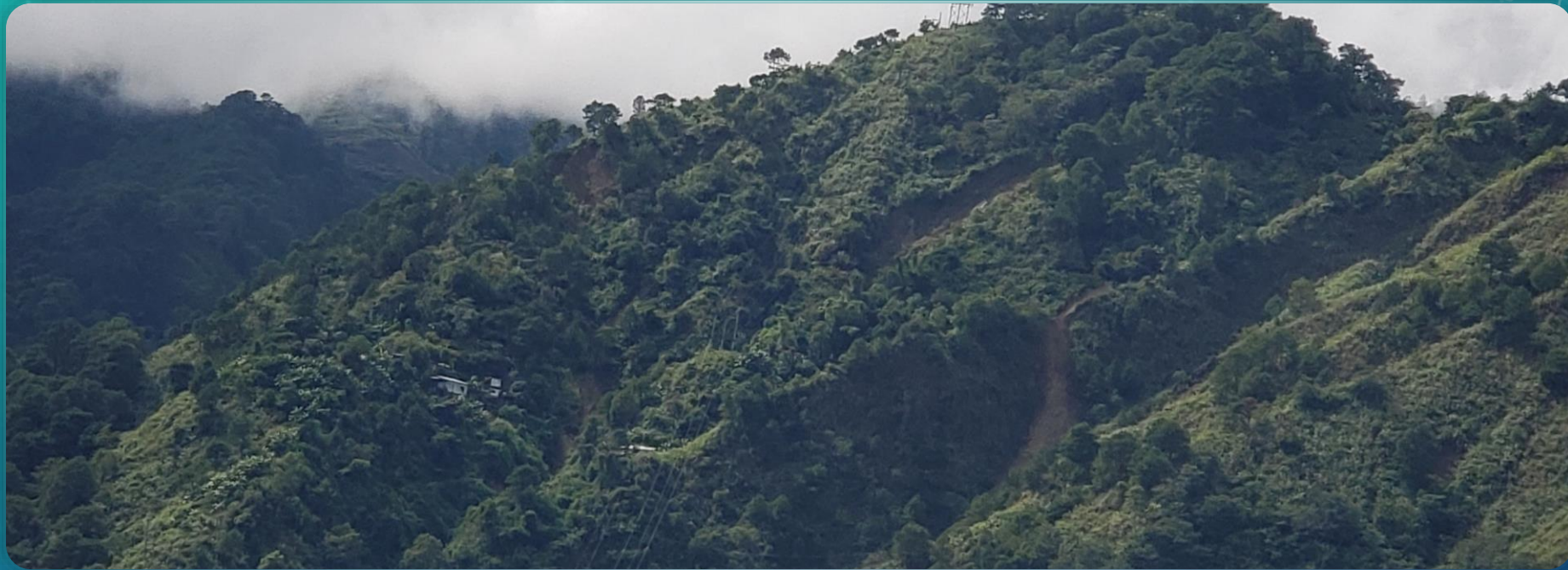
## REVIEW OF THE ACTION PLAN

- Encourage and support ministers of diversity applying to serve in the Region... on the basis of sexual orientation, age, gender and gender identity, skin colour, ethnicity or different physical and mental ability.



# REVIEW OF THE ACTION PLAN

- Work towards becoming a Region in which equal marriage is available in all Communities of Faith. To that end, the Affirming Ministry Committee will work with Communities of Faith in their conversations around fully equal Marriage Policy.



BREAK OUT GROUPS (5 MINUTES)

# INTRODUCE EDUCATION PLAN

- We believe that sharing our stories, combined with active listening, is one of the best ways to seek understanding of what it means to live into becoming an Affirming Ministry. To that end, we give thanks for Elliot Williams for sharing a wee bit of what living and working is like here, in FSLDW.



## INTRODUCE EDUCATION PLAN

- Your Affirm Committee will host Zoom webinars – **for information and for discussion**; about the various themes in our goal. There is so much for us all to learn.



# INTRODUCE EDUCATION PLAN

- **Meet people** who have experiences advocating for... or needing advocates.... in these various areas of difference in our communities.
- We hope to build a safe place to ask ALL the questions.... and ponder together with others ... on how we can be the church in the most inclusive and affirming ways possible.

# ELLIOT WILLIAMS

- Today we welcome Elliot Williams

# DEFINITION FOR ALLY

- "An ally is a person who does not identify as a member of the 2SLGBTQ+ community, but assists the community through supportive actions and efforts to end oppression. Being an ally is the practice of confronting homo/transphobia, heterosexism, cissexism, and sexism, in oneself and others. Ally-ship is often founded on the belief that dismantling sexism, heterosexism, trans oppression is a social justice issue." *PEERS Alliance*

## QUESTIONS TO CONSIDER

- What is your reaction to Elliot's story?
- What does it mean to be an ally?
- How can we be a better ally?



# Break Out Rooms

(15 Minutes)

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# UPCOMING WEBINARS

- **Wednesday, March 10, 2021 at 2:00 pm**  
**Becoming an Anti-Racist Church**
- **Thursday, April 15, 2021 at 2:00 pm**  
**What is Ableism?**
- **Thursday May 13, 2021 at 2:00 pm**  
**Creating Safe Spaces**

# A REMINDER OF OUR VISION

“That Fundy St. Lawrence Dawning Waters Regional Council embody an *active* and faithful reflection of Jesus’ ministry in the world; Affirming and respecting people of all sexual orientations, **genders and gender identities**, different abilities, ethnicity, **skin colour**, **culture**, age, **geographic location**, economic circumstance **mental and physical health** in all aspects of its life and work.”



*We Are a Rainbow*

By David Kai, Used with Permission.

[https://www.youtube.com/watch?v=T\\_7cab-80\\_s](https://www.youtube.com/watch?v=T_7cab-80_s)